



Levy County Board of County Commissioners Agenda Item Summary Form

1. **Name:** Linda Cooper
2. **Organization/Title/Telephone:** Citizen
3. **Meeting Date:** Tuesday, December 22, 2020

4. **Requested Motion/Action:**

Requesting the Levy County Board of County Commissioners to reverse action taken on December 8, 2020, that awarded Attorney Anne Bast Brown a 3% base salary increase.

5. **Agenda Presentation:** Yes No N/A

6. **Time Requested:** Click or tap to enter a date.
(Request will be granted if Possible) allotted time not more than 15 minutes

7. **Is this Item Budgeted (If Applicable):** Yes No N/A

8. **If no, State Action Required:**

- a. **Budget Action:** N/A
- b. **Financial Impact Summary Statement:** N/A
- c. **Detailed Analysis Attached** N/A
- d. **Budget Officer Approval:** N/A

If approved enter date: Click or tap to enter a date.

9. **Background: (Why is the action necessary, and what action will be accomplished) (All supporting documentation must be attached if any)**

County Attorney Anne Bast Brown's request for a 3% pay increase at the December 8, 2020, Levy County Commission meeting violated established processes and procedures used by the Board. She bypassed the budgetary process required of all other departments. Commissioner Mike Joyner, to his credit, voted against the raise, pointing out that with everything the taxpayers have endured this year, Ms. Brown should not have asked for additional pay. Ms. Brown is one of the highest paid employees working for the Levy County Commission, if not the highest paid employee. The December 8th pay raise was not the first one she received this year. Ms. Brown received a \$1.54 hourly increase on June 20, 2020, another \$.24 increase on September 26, 2020, and then she requested and was awarded an additional 3% or \$1.80 hourly increase on December 8th. Her base pay is now \$61.79 per hour. She also asked for the raise to be retroactive to October 1, 2020. Her 2004 employment contract includes other perks. The personnel policy she authored includes exceptions for her. Ms. Brown's retirement benefit package is tied to her wages which makes her \$4,000 financial impact summary statement inaccurate and dishonest. She will receive considerably more than \$4,000 increase in pay. When State retirement benefits are factored in, her total compensation package rises to \$182,859.64. The financial impact will continue after Ms. Brown retires and until her death. That is a huge financial impact and burden on Levy County taxpayers for many years. This 3% retroactive increase is a slap in the face to all the hard-working employees of Levy County and a gut punch for taxpayers, because of the size of the raise and the fact

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that she bypassed the Board's budgetary process to get it. She has stated that she is not a litigator or a labor law attorney and therefore does not deal with any of those functions. She farms out litigation and labor law to her consulting attorneys at taxpayers expense.

She should have been required to defend her need for a pay raise during the County Commission budget process earlier this year. She stated that the need for her raise was due ever-increasing amount of legal and administrative duties. The fact that her raise circumvented the usual budget process raises many questions about how it was done and why it was done. I am asking the Board at this time to rescind Attorney Brown's 3% pay.

10. Recommended Approval

- | | | | |
|-------------------------|------------------------------|-----------------------------|------------------------------|
| a. Department Director: | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| b. County Attorney: | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| c. County Coordinator: | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| d. Other: | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |